CITY OF FARGO 2025 EMPLOYEE ENGAGEMENT SURVEY - FINANCE

› LEVEL OF ENGAGEMENT

Overall - City of Fargo 2025 Employee Engagement Survey - Finance

Not Engaged (36%) Somewhat Engaged (47%) Fully Engaged (17%) Response count: 36

Are you...

1. Male

Not Engaged (30%) Somewhat Engaged (50%) Fully Engaged (20%) Response count: 10

2. Female

Not Engaged (40%) Somewhat Engaged (44%) Fully Engaged (16%) Response count: 25

5. Prefer not to say

Not Available - There are not 10 or more responses for this group.

What is your current age?

C. 25 to 34

Not Available - There are not 10 or more responses for this group.

D. 35 to 44

Not Engaged (30%) Somewhat Engaged (50%) Fully Engaged (20%) Response count: 10

E. 45 to 54

Not Engaged (30%) Somewhat Engaged (50%) Fully Engaged (20%) Response count: 10

F. 55 to 64

Not Available - There are not 10 or more responses for this group.

G. 65 or over

Not Available - There are not 10 or more responses for this group.

H. Prefer not to say

Not Available - There are not 10 or more responses for this group.

Please select the category with which you most closely identify:

1. American Indian or Alaska Native

Not Available - There are not 10 or more responses for this group.

4. Hispanic, Latino, or Spanish origin

Not Available - There are not 10 or more responses for this group.

7. White

Not Engaged (38%) Somewhat Engaged (41%) Fully Engaged (21%) Response count: 29

9. Prefer not to say

Not Available - There are not 10 or more responses for this group.

Years of Service

A. Less than 6 Months

Not Available - There are not 10 or more responses for this group.

B. 6 Months to 1 Year

Not Available - There are not 10 or more responses for this group.

C. 1 to 3 Years

Not Available - There are not 10 or more responses for this group.

D. 3 to 5 Years

Not Available - There are not 10 or more responses for this group.

E. 5 to 10 Years

Not Available - There are not 10 or more responses for this group.

F. 10 to 20 Years

Not Available - There are not 10 or more responses for this group.

G. 20 Years or More

Not Available - There are not 10 or more responses for this group.

What is your role?

1. Employee: You do not supervise other employees

Not Engaged (45%) Somewhat Engaged (41%) Fully Engaged (14%) Response count: 22

2. Supervisor: You are a supervisor who may be responsible for one or more of the following: giving direction on work projects, performance reviews, and leave approval

Not Available - There are not 10 or more responses for this group.

3. Manager: You may supervise one or more supervisors and be responsible for day to day operations

Not Available - There are not 10 or more responses for this group.

4. Senior Leader: You are the head of a department or division and a member of a leadership team

Not Available - There are not 10 or more responses for this group.

5. Prefer not to say

Not Available - There are not 10 or more responses for this group.

Are you considering leaving your current position in the next year and, if so, why?

1. No

Not Engaged (16%) Somewhat Engaged (63%) Fully Engaged (21%) Response count: 19

2. Yes, to pursue a different position within my current department

Not Available - There are not 10 or more responses for this group.

4. Yes, to pursue a position outside the City – in another government agency (e.g., city or county, state, or federal)

Not Available - There are not 10 or more responses for this group.

5. Yes, to pursue a position outside government (e.g., in a private sector company)

Not Available - There are not 10 or more responses for this group.

6. Yes, to retire

Not Available - There are not 10 or more responses for this group.

7. Prefer not to say

Not Available - There are not 10 or more responses for this group.

Stay or Leave

1. Stay

2. Leave

3. Prefer not to say

Not Available - There are not 10 or more responses for this group.

Age Group

A. 34 or under

Not Available - There are not 10 or more responses for this group.

B. 35 to 64

C. 65 or older

Not Available - There are not 10 or more responses for this group.

D. Prefer not to say

Not Available - There are not 10 or more responses for this group.

Race/Ethnicity Combined

1. American Indian, Asian, Black, Hispanic, Multi-racial and Others

Not Available - There are not 10 or more responses for this group.

2. White

Not Engaged (38%) Somewhat Engaged (41%) Fully Engaged (21%) Response count: 29

3. Prefer not to say

Not Available - There are not 10 or more responses for this group.

Department

Finance

Not Engaged (36%) Somewhat Engaged (47%) Fully Engaged (17%) Response count: 36

Division

Finance - Other

Not Engaged (50%) Somewhat Engaged (29%) Fully Engaged (21%) Response count: 14

Finance Divisions

Not Engaged (27%) Somewhat Engaged (59%) Fully Engaged (14%) Response count: 22

Employee Status Code

FT

Not Engaged (36%) Somewhat Engaged (47%) Fully Engaged (17%) Response count: 36